

MEETING MINUTES

College of Education and Community Innovation (CECI)
Faculty Governance Committee

Date/Time: Friday, December 8, 2023 from 9am - 11am

Location: [ZOOM](#)

Attendance (Committee): Elizabeth Stolle (LEFT) - co-chair, Karyn Rabourn (ELC) - co-chair, Emily Nichols (SSW), Adrian Copeland (SCCJLS), Priscilla Kimboko (SCLD), Kathryn Ohle (T&L), Sherril Soman (ex-officio)

Attendance (General): NA

- **Review vote outcome for Personnel Policy Language & FG Committee Name Change**

***80 Eligible faculty (15 did not vote)**

Faculty Governance Committee Name Change - PASSED

63 Approve

2 - Do not approve

Personnel Policy Language - DID NOT PASS

49 - Approve

15 - Do not approve

1 - Abstain

- Contact Rita to update webpage with new name
- Conversation about failed personnel policy vote
 - Suggestion for creating mechanisms for dealing with coming to an impasse - what happens to culture when a large number of faculty feel like they have thrown in a surrender flag?
 - Concern around the number of faculty who did not vote because that surely did impact the vote.
 - Point of wondering regarding people voting “no” because the standards were too stringent vs. those who felt they were too rigorous or non-inclusive; we have heard reports that both occurred . . . how will that impact future movement?
 - Concerns regarding equity/disparity across college if we move to only unit standards
 - Concerns that the group speaking loudest is claiming identity as advocates for social justice and alienating others who also believe their work is grounded in social justice - what are the implications being made about those who served in this work and their beliefs?

- Concern with efforts coming to naught based on provost's actions around personnel this year
 - Task Force -
 - Currently working to get representatives from each unit
 - Consultant at Academic Impressions working with Karyn to identify list of trainings to engage in over Winter 2024
 - University interested in the work as we are the only college embarking on such an endeavor
 - Anti-racism and social justice committee interested in participating, but asked about charge and work required
 - Recommendations from task force will go to CPC and/or other committees/stakeholders
- **Report out on implementation of Committee Communication Plan**
 - Ideal if university committee reps sent an email report to their liaison after each committee meeting
 - Remind CECI standing committee chairs to share an update with Rafael for the dean's newsletter each month
- **Plan for Winter 2024**
 - FC Work
 - Task Force - Lisa will check in with members to ensure individual training/research/study is taking place
 - Communication - work to ensure communication mechanisms remain in place and being used effectively
 - Follow up with standing committee chairs - ensure they are reporting out each month with dean's newsletter
 - Full Faculty Meetings - [October SlideShow](#)
 - Work from the provost listening session?
 - Advocate for listening
 - Advocate for Pew Campus needs (i.e., safety, food, health facility)
 - Strategic planning?
 - Share prompts with this work with staff council and affiliate/visiting faculty council
- **Miscellaneous & Announcements**
 - Meeting schedule for Winter 2024 (Elizabeth sub - Kevin Holohan, Karyn sub - Laila McCloud)
 - Faculty Council Committee Meetings (open meetings): January 19th, February 16th, March 15th, and April 12
 - Full Faculty: January 26 9:30-11, March 11, 3-4:30